

EXHIBIT VVV

From: Nicholas USA7375 Oliva/USAP/USA
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Date: 02/12/2016 01:29 PM
Subject: Jennifer - Behavioral Issue

Today, while discussing Quadrant Trade Secret issue handling, I raised (again) the most significant risk which relates to anti-trust concern. Jennifer used particular words with regard to the situation and suggested Jennifer's reaction was "You need to get off of that!". I disagreed and explained at least three times (using the same words - frustrating to me and likely to Jennifer) the risks - to which Jennifer finally conceded that perhaps she used "a poor choice of words".

Jennifer's tone was condescending and her legal reasoning/identification of the core issue was wrong.

Adequately corrected on subject matter and VERY direct advice on how to advise the client group was given (by me) and confirmed by Jennifer.

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